

# DC Paid Family Leave

## What you need to know



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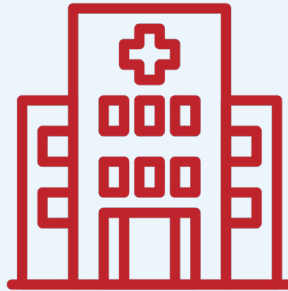
# DC Paid Family Leave Overview

## PARENTAL LEAVE



8  
WEEKS

## FAMILY LEAVE



6  
WEEKS

## MEDICAL LEAVE



2  
WEEKS

**No more than 8 weeks of leave total in a year.**

# Employer Responsibilities



## REGISTER

Create or update an account on the ESSP (DOES online portal) to submit wage reports and contribute to the fund.



## PAY PFL TAX

On July 1, 2019, private sector employers began paying a quarterly 0.62% payroll tax for covered employees.



## NOTIFY

Post PFL Employee notice in worksite with other labor law posters and notify employees upon hiring, annually, and when a PFL benefit is needed.



## KEEP RECORDS

Record workers' wages, dates of employment and keep payroll records for at least three (3) years.

# Self-employed Individuals

- **Self-employed individuals pay a 0.62% flat tax rate on their gross self-employment income.**
- **This tax applies to all of their self-employed businesses that they operate in DC for at least 50% of the time.**

# Examples

Susan earns \$20/hour  
working at a restaurant

- Average weekly wage  
= \$800
- Weekly PFL benefit =  
\$720



# Examples

Carlos earns a \$60,000 salary as an administrative assistant at a law firm

- Average weekly wage = \$1,150
- Weekly PFL benefit = \$ 935



# Examples

Tiffany earns a \$100,000 salary as a bank manager

- Average weekly wage = \$1,900
- Weekly PFL benefit = \$1,000



# How it works

After a qualifying event, workers submit a claim



7 day waiting period



Claims processed within 10 days



Benefits paid bi-weekly

Workers can receive benefits continuously or intermittently.



# Leave Comparison

	Accrued Sick and Safe Leave Act (ASSLA)	FMLA/DC FMLA	UPLA (Paid Family Leave)
<b>Purpose</b>	Paid leave accrual for absences related to routine medical care + short-term illnesses (cold, flu, dental issues) + leave to care for family member	Job protected leave for parental bonding, caring for self or family member's serious health condition	Paid leave for parental bonding, caring for self or family member's serious condition
<b>Paid Leave</b>	Yes	No	Yes
<b>Funding Source</b>	Employer	N/A	Employer Tax
<b>Determinations Made By</b>	Employer	Employer	DOES
<b>Amount of Leave</b>	1-24 employees - 3 days; 25-99 employees - 5 days; 100 or more employees - 7 days	Up to 12 weeks/Up to 16 weeks	8, 6, or 2 weeks depending on type of leave
<b>Covered Employers</b>	Varies based on number of employees	Varies based on number of employees	Not based on number of employees
<b>Employee Eligibility</b>	Accrued based on number of hours worked	Accrued based on number of hours worked	No accrual requirement (but benefit amount is based on reported wages)

# STAY INFORMED

Visit the Paid Family Website at [dcpaidfamilyleave.dc.gov](https://dcpaidfamilyleave.dc.gov) or

Email: [does.opfl@dc.gov](mailto:does.opfl@dc.gov)

Phone: 202.899.3700

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